



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

June 20, 2013

To: Supervisor Mark Ridley-Thomas, Chairman
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to read "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

STATUS REPORT ON THE PILOT MEDIATION PROGRAM

On October 20, 2012, the Board of Supervisors directed the Chief Executive Office (CEO) and County Counsel to work with the Civil Service Commission (CSC) to establish a voluntary mediation program in an effort to reduce the number of Civil Service hearings needed. The CEO and the Director of Personnel were to track the Pilot Mediation Program and report back to the Board after six months with an analysis of the program's results, as well as a recommendation on whether it should be continued.

Staff from this Office, the Board of Supervisors, Executive Office, County Counsel, the CSC, and the Department of Human Resources (DHR) convened in December 2012 and January 2013, to discuss how to implement the six month Pilot Mediation Program without delaying the Civil Service hearing process. It was mutually agreed that mediation sessions would only involve disciplinary cases that resulted in suspensions of five days or greater, reductions, and discharges during the six month pilot program. The workgroup also agreed to use the Civil Service Commission's existing notification protocols to inform petitioners about the Pilot Mediation Program.

On January 11, 2013, DHR met with representatives from SEIU Local 721 to discuss the Pilot Mediation Program and inclusion of a *Special Notice* regarding the program in the CSC notice to the parties. Additionally, a Pilot Mediation Program background and process flowchart was provided to SEIU Local 721. The representatives from SEIU Local 721 were appreciative of the briefing and the opportunity to provide feedback in advance of the program implementation.

"To Enrich Lives Through Effective And Caring Service"

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On February 13, 2013, DHR presented the Pilot Mediation Program outline and description to the CSC during its regularly held meeting. The presentation served to provide the commissioners with an overview of the program and provide notice to all interested parties that it would commence on February 25, 2013.

On March 5, 2013, a notice was mailed to petitioners informing them that a voluntary Pilot Mediation Program had commenced. The notice included a link to the program's website and a phone number to contact.

The Pilot Mediation Program is scheduled to end on August 30, 2013. Therefore, we are requesting an extension until September 30, 2013, to provide a comprehensive final report with an analysis of the program's results, as well as a recommendation on whether the program should be continued.

If you have any questions on this matter, please contact Gevork Simdjian at (213) 893-9736 or gsimdjian@ceo.lacounty.gov, or Epifanio Peinado at (213) 974-2449 or epeinado@hr.lacounty.gov.

WTF:GS:
LG:cg

c: Executive Office, Board of Supervisors
 County Counsel
 Civil Service Commission
 Human Resources